

**Side Letter Agreement on
Certificated Hourly Rate of Pay
Between Morgan Hill Federation of Teachers and
Morgan Hill Unified School District
2021-22**

While the parties acknowledge that the hourly rate of pay was not discussed during the regular bargaining sessions in the spring of 2021, it is with mutual agreement that entering discussions and settling on a new rate of pay in advance of reopening negotiations in 2022 is beneficial to both parties.

In order to attract substitute teachers, the Board recently approved an increase to the substitute teacher daily rate of pay. During this substitute shortage, many regular teachers are requested to cover their colleagues' classes during prep periods, and these teachers receive the hourly rate of pay for their coverage. The current hourly rate of pay multiplied by five (a secondary teacher's schedule consists of five teaching periods) is now equivalent to the daily sub rate of pay - $\$32 \times 5 = \175 . The District acknowledges the diligence of existing teachers in covering classes during a shortage, and realizes the benefit of increasing the miscellaneous hourly rate of pay that teachers receive when covering classes and performing other certificated hourly assignments.

The District also acknowledges that having one hourly rate of pay instead of two creates operational efficiencies.

Therefore, the hourly rate of pay for both adult education and for home instruction/miscellaneous assignments will be increased to \$38.00 per hour for work beginning October 1, 2021.

Adult Education will increase from \$35.00 to \$38.00 per hour, an increase of 8.58%

Home Instruction and Miscellaneous will increase from \$32.00 to \$38.00 per hour, an increase of 18.75%

Based on the benefit to unit members and to the District, the parties agree to a one-year amendment to Article 4 below. This amended language will be reviewed and tentatively folded into the agreement during negotiations in 2022 or will expire on June 30, 2022.

4.8 Hourly Rates

~~4.8.1~~ Adult Education

~~Adult Education - Instructors shall be paid \$35.00 per hour.~~

4.8.2 Home Instruction and Miscellaneous Hourly Rate

~~The home instruction and miscellaneous certificated hourly rate shall be \$32.00. This rate applies to all hourly certificated assignments.~~

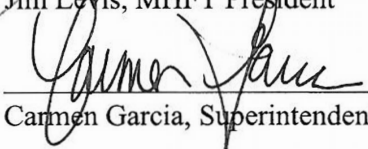
The hourly rate of pay for adult educators, home instructors, and other miscellaneous certificated hourly assignments shall be \$38.00 per hour.



Jim Lewis, MHFT President

10/15/2021

Date



Carmen Garcia, Superintendent

10/15/2021

Date